St Paul's School
Woodridge

Anti- Bullying Policy and Procedures

Rationale:
As part of its overarching Behaviour Learning Policy, St Paul's School seeks to provide an environment that is free from all forms of bullying and harassment. St Paul's school aims to be a happy, safe, harmonious teaching and learning environment.

How is this created?
- By making sure that everything I say and do shows RESPECT for myself, others and property.
- By making sure that everything I say and do keeps myself, others and property SAFE.
- By making sure that everything I say and do allows myself and others to LEARN.

What is bullying?
A person is bullied or victimised when he or she is exposed repeatedly and over time, to negative action on the part of one or more other persons. (Olweus 1984)

Bullying involves:
- A desire to hurt
- A hurtful action (physical, psychological or social)
- A power imbalance
- (typically) Repetition
- An unjust use of power
- Evident enjoyment by the aggressor and
- A sense of being oppressed on the part of the victim (Rigby 1996)

Bullying takes many forms, all of which will cause distress. Some examples of bullying include:
Physical: hitting, pushing, tripping, kicking, spitting on others
Verbal: teasing, using offensive names, ridiculing, spreading rumours and making threats
Non-Verbal: writing offensive notes or graffiti about others, using e-mail or text messaging to hurt others, rude gestures
Exclusion: deliberately excluding others from a group, refusing to sit next to someone
Extortion: threatening to take someone's possessions, food or money
Property: stealing, hiding, damaging or destroying property.

Anti- Bullying Procedures

Proactive measures to prevent and address bullying concerns:
By being committed to the care and welfare of its students, St Paul's aims to:
- Provide an environment which engenders respectful, safe and resilient behaviours
- Assist children to learn to be responsible for their own behaviour
- Create a supportive environment in which students are able to report incidents of bullying
- Ensure each person associated with the school community knows the procedures for reporting the occurrence of bullying
- Periodically monitor student perceptions of bullying
- Provide proactive training in resilience and bullying (Bounce Back Program)
- Explicit teaching and learning of Universal School Rules
- Provide social skills training for all involved in bullying incidents
- Consistent and known consequences to bullying behaviours

How do I notify a bullying incident?
In order to keep St Paul's a happy, safe, harmonious and productive school, all bullying behaviours need to be reported (see St Paul's Consistent Consequences Matrix)

Students:
- Tell an adult you trust (Feeling Safe Strategy Posters)

Parents/Caregivers:
- Notify the school immediately. Report to Principal, Assistant Principal, Student Pastoral Worker or Classroom Teacher

Staff:
- Report to Principal, Assistant Principal, Student Pastoral Worker

Investigation and Information Gathering Process:

- A member of staff investigates allegation of bullying.
- The Principal or Assistant Principal is notified of the results of the investigation.

Action following Investigation:
Appropriate action is taken and may include some or all of the following:

- Utilise Bounce Back Strategies (eg.Social skills training)
- Mediation
- Monitoring of Situation (Follow up conversations with those involved)
- Behaviour Improvement Process (as per School Behaviour Learning Policy and Practices)
- Interview with parents/ caregivers
- Notification to state authorities- Police, Department of Child Safety.

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